

The City of Piedmont

announces an employment opportunity for

POLICE OFFICER

Lateral or Academy Graduate



Join Our Team!



The Piedmont Police Department is dedicated to providing the best available law enforcement service to Piedmont citizens. The department employs a total of 28 full-time employees, including the Chief; (1) Administrative Assistant; (2) Captains; (4) Sergeants; (13) Officers; (5) Dispatchers; (2) Animal Control Officers; and (4) part-time employees. In addition, the department has reserve police officers and retired senior volunteers. The Piedmont Police Department is a participative and service oriented agency that prides itself on having a positive reputation achieved through training, integrity, pride, dedication and proven results.

Piedmont Police Officers have a chance to gain valuable experience in a number of special assignments; detectives, motors, juvenile, K-9, bike patrol, school resource officer, community policing, task force assignments and crime prevention.

CANDIDATE REQUIREMENTS

The ability to understand and interpret written and verbal communications and direction, to retain and recall information read and visually observed; strong communication skills, written and verbal; the ability to use appropriate judgment in emergency situations. Candidates will be required to become proficient in the use of computers. Suitability for employment is also based on skills in observation, interpersonal relations, dependability and interest in people. Must be willing to work evening, night, weekend and holiday shifts, work with exposure to difficult circumstances, including exposure to hazardous materials and all-weather conditions.

LICENSES AND CERTIFICATIONS: Candidates **MUST** have satisfactorily completed a P.O.S.T. certified academy prior to the final hiring date. Must possess a valid California Class C driver's license and have an acceptable driving record. The City of Piedmont monitors DMV record information over the course of employment.

EDUCATION AND EXPERIENCE

Equivalent to graduation from high school, supplemented by 30 semester units or equivalent quarter units in administration of justice, law enforcement or a closely related field. Volunteer law enforcement experience and/or honorable discharge from any branch of the armed forces are desirable.

PHYSICAL STANDARDS/DEMANDS

Must be 21 years of age or older at the time of appointment. Must maintain P.O.S.T. physical standards, including mobility and physical strength and stamina to respond to emergency situations and apprehend suspects, lift and move individuals or objects weighing up to 100 pounds; and the ability to operate a motor vehicle. Vision to maintain firearms qualification, to read printed materials and a computer screen, discern colors and work in a night setting; and hearing and speech to communicate in person before groups and over the telephone and radio.

COMPENSATION & BENEFITS

- Salary: \$5,282 – 6,373/per month (contract currently under review)
- Retirement: CalPERS 3% @ 50, with retiree medical
- Insurance: medical (city pays up to the Kaiser rate), dental (\$2,000 annual allowance with orthodontia payable @ 70% up to \$5,000 lifetime maximum), vision (annual exam & glasses)
- Life Insurance: equal to two times the gross annual salary (maximum of \$200k)
- Vacation/Holidays: annual vacation ranges from 11–22 days, depending on years of service. We provide 12 paid holidays per year.
- Uniform Allowance: \$1,350 per year
- Education Incentive: 5% for P.O.S.T. Intermediate Certificate or AA degree; or 7% for P.O.S.T. Advanced Certificate or BA degree (not cumulative)
- Tuition reimbursement
- 5% salary increase for canine officer and field training officers while training new recruits

THE COMMUNITY

The City of Piedmont is a charter city of approximately 11,000 residents located in the beautiful Oakland Hills, overlooking the San Francisco Bay. The city, which is virtually built out, consists of established, high-quality single family homes on quiet tree-lined streets. Piedmont is centrally located within a few minutes from Oakland and San Francisco on the West and Concord and Walnut Creek on the East.

THE APPLICATION PROCESS

All applications will be reviewed and those persons who, based upon information submitted, are most qualified will be invited into the selection process. The initial process may consist of an oral interview and timed physical agility test. The interview board will evaluate the applicant on the basis of his/her work experience, training, education, knowledge of the job, and general suitability for the position. Candidates selected to fill vacancies must pass a background, polygraph and psychological evaluation, a Police Chief's oral interview and pre-employment medical examination as well as the probationary period to become regular city employees.

To be considered for this employment opportunity, a city employment application must be submitted by October 31, 2008, to City of Piedmont, Attn: Human Resources, 120 Vista Avenue, Piedmont, CA 94611. The application is also available on our web site @ www.ci.piedmont.ca.us. To speak with a member of our recruitment team, please contact Detective Phifer (days) or Officer Carr (nights) @ (510) 420-3000.

Postmarks, e-mails and faxes will not be accepted. Incomplete applications will not be accepted. The City of Piedmont complies with EOE, AA and ADA. All offers of employment will be conditional upon satisfactory proof of applicant's authority to work in the U.S. as required by the Immigration Reform and Control Act.